



JOB VACANCY ANNOUNCEMENT No. 2015-03

OPEN TO: All Interested Candidates

POSITION: Legal Specialist, (FSN-1905-10); FP-05*

Not-Ordinary Resident (NOR): * FP pay scale to be confirmed by Washington

Ordinary Resident (OR): Starting grade to be determined based on the qualifications of the candidate

OPENING DATE: March 16, 2015

CLOSING DATE: March 30, 2015

WORK HOURS: Full-time, 40 hrs. /week

IMPORTANT NOTE: Eligible candidates must have the required work and/or residency permits for Albania.

The U.S. Embassy Tirana is seeking an individual for the position of Legal Specialist, U.S. DEPARTMENT OF JUSTICE/OPDAT. The position is in Tirana

BASIC FUNCTION OF POSITION

The incumbent is the aide to a regional Resident Legal Advisor (RLA) who is a prosecutor with the United States Department of Justice. He/she advises the RLA on legal, policy and political issues affecting the regional counter-terrorism OPDAT program, which provides assistance to the governments of Albania, Macedonia, Bosnia-Herzegovina and Kosovo (the host nations). This assistance consists of legislative and institutional reform, as well as skills development training for judges, prosecutors and investigators. The incumbent engages in regular contact with high and senior officials in the executive, legislative and judicial branches of the host country. He/she performs such general administrative duties as are required, to include organization of meetings, conferences and workshops, provision of logistical support for visiting delegations, correspondence and records maintenance, translating and interpreting between English, Albanian and Serbo-Croatian as necessary to support the RLA.

QUALIFICATIONS REQUIRED

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

1. **EDUCATION:** Candidates must possess a degree in law from an accredited university.
2. **EXPERIENCE:** Minimum 3 years work experience as a lawyer in Albania, Bosnia, Macedonia, or Kosovo is required.
3. **LANGUAGE:** Level IV (fluent) written and spoken English, and level 4 (fluent) written and spoken Albanian, and Serbo-Croatian level III (good working knowledge) is required.
4. **KNOWLEDGE:** Must possess an understanding of the Albanian, Macedonian, Bosnian and Kosovar legal systems. Must understand the provisions of the Global Counterterrorism Forum (GCTF) *Memorandum on Good Practices for Effective Counterterrorism Practice in the Criminal Justice Sector* (Rabat Memorandum). Job holder must have a superior understanding of criminal law and criminal procedural law of at least one of the host countries. Job holder must also have a superior understanding of European human rights law.

5. **SKILLS AND ABILITIES:** Must be able to conduct complex legal research and write legal memoranda. Must have skills to interact effectively with officials from governmental organizations and private sector, communicate effectively and diplomatically with the public. Must be able to maintain strict professional confidentiality. Familiarity with Microsoft Word and Excel is required. Job holder must be able to travel extensively outside of Albania. Must possess and maintain a driver's license.

1. SELECTION PROCESS

When fully qualified, a US Citizen EFM who is also a US Veteran is given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

ADDITIONAL SELECTION CRITERIA

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed US Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
6. Selected candidate will be required to undergo both a medical and security clearance prior to employment

TO APPLY

Interested applicants for this position **must submit the following** or the application will not be considered:

1. Application for employment (DS-174) as a Locally Employed (LE) Staff or Family Member, which can be found on the Embassy Web site and the Embassy Main gate; plus
2. Candidates who claim US Veteran's preference must provide a copy of their Form DD-214 with their application
3. Candidates who claim US EFM or MOH status must include in the cover letter accompanying their application that they are claiming US EFM/MOH status, their present nationality, and name and employing section/agency of their sponsoring family member
4. Any other documentation (e.g., essays, certificates, awards, copies of degrees earned) that addresses the qualification requirements of the position as listed above.
5. Non-Albanian citizens must provide their work or residency permits

SUBMIT APPLICATION TO

U.S. Embassy

Rr: "Elbasanit", No. 103, Tirana, Albania

Attn: Human Resources (HR) Office

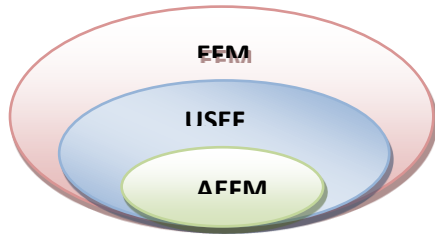
E-mail: TiranaEmployment@state.gov

Telephone: (355) (4) 2247-285 Ext. 3297

Fax: (355) (4) 2232-222

(Faxed and e-mailed applications are also accepted). **Only applications received in the HR Office before the closing date of this job announcement will be considered, and only short listed candidates will be contacted.**

DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S.- citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Member (EFM):** An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **U.S. Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
 1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders or approved Form [OF-126](#), Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

5. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

CLOSING DATE FOR THIS POSITION: 03/30/2015

The US Mission in Tirana provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

APPROVED: HRO/FMO/ CKENNEDY
CLEARED: RLA/ MVACCARO
DRAFTED: HR/IPLUMBI